

To the Members of the California State Assembly:

I am returning Assembly Bill 448 without my signature.

This measure would allow employees to recover liquidated damages in minimum wage complaints brought before the Labor Commissioner. I am concerned that allowing liquidated damages on administrative claims will be especially harmful to small business. While workers who make administrative claims have their claims prosecuted at no cost to them by the state, employers must expend time and resources to respond to claims, even though the violation of law may be inadvertent. I see no reason to expose employers to additional liabilities when other legal avenues already exist for employees and attorneys intent on seeking liquidated damages.

Sincerely,

Arnold Schwarzenegger